

RAMON ZANDERS

Experience

Ramon Zanders has a strong background in the software services and outsourcing industry. With more than 25 years of experience, he has led numerous acquisitions and integrations of vertical market software companies across Europe.

Ramon Zanders is the Group CEO of TSS Europe, where he is responsible for the group's operations and investment activities across the Netherlands, the Nordic countries, the DACH region, and Central and Eastern Europe since 2014.

After the separate listing of Topicus.com, he also joined the Board of Topicus.com Coöperatief U.A., where he continues to advance TSS's mission as a perpetual owner of its businesses.

Before becoming CEO of TSS Europe, he served as Managing Director of Yonder, a Dutch–Romanian software company within the TSS group. Earlier in his career, he held several management and board positions in IT services firms, including SAP Nederland and Perfect for People.

Working experience

Sygnity S.A.

Member of the Supervisory Board

June 2022 - September 2025 | Warsaw (PL)

Topicus.com Coöperatief U.A.

Member of the Board of Directors

January 2021 – present | Deventer (NL)

Total Specific Solutions (TSS) B.V. / TSS Europe B.V.

Group CEO

January 2014 – present | Utrecht (NL)

Yonder Netherlands B.V. / Yonder S.R.L. (part of TSS)

Managing director

January 2011 – December 2013 | Utrecht (NL) / Cluj-Napoca (RO)

SAP Nederland B.V.

Consulting Director

September 2010 – December 2010 | NL

Perfect for People B.V.

Managing Director

October 2005 – April 2010 | Nieuwegein (NL)

Unit Manager | Managed Services

September 2003 – September 2005 (NL)

Business manager

January 2000 – August 2003 (NL)

Working experience (continued)

Phoenix Enterprise Solutions B.V.

Business manager SAP

January 1999 – December 1999 | Tilburg (NL)

Bernhof Consulting Group

Business manager

1997 – 1998 | Milwaukee (USA) / Bangkok (Thailand)

Education

Hogeschool Haarlem (University of Applied Sciences)

Bachelor's Degree in Small Business, Higher Economic Education (HEO)

Graduated 1996 | Haarlem (NL)